



Equal Opportunity Program News

Fort Leonard Wood, MO

Volume 6-06

EO HOTLINE 596-0601/EEO HOTLINE 596-0601 June 2006



Dear Miss Millie: I work in an organization on Fort Leonard Wood as a GS employee. I have been working in this organization for two years. My spouse is in the military and when we moved here I took a downgrade of two grades to get back into the system. There have been numerous re-statements that primarily support will not be applied to certain positions because of the requirements" which the spouse ROS's supervisor has publicly made being discriminated against based on my martial status. Can you help me?

Dear Married to the Military: Discrimination based on Martial Status does not fall under the laws that are within the scope of the EEO office. The Merit Systems Protection Board and the United States Office of Special Counsel handle these types of complaints. Twelve prohibited personnel practices, including reprisal for whistle blowing, are defined by law at § 2302(b) of title 5 of the United States Code (U.S.C.). A personnel action (such as an appointment, promotion, reassignment, or suspension) may need to be involved for a prohibited personnel practice to occur. Generally stated, § 2302(b) provides that federal employees authorized to take, direct others to take, recommend or approve any personnel action may not:

(1) discriminate against an employee or applicant based on martial status, or political affiliation.

If you wish to contact either the Merit Systems Protection Board or the United States Office of Special Counsel, please call either this office or the Civilian

Personnel Advisory Center and we will provide you with telephone and e-mail contact information.

Equal Opportunity Training and Education -Miss Millie

EORC

The **Equal Opportunity Representative Course (EORC)** for the 3rd quarter, FY 06 will be held 5 thru 16 Jun 06. Contact your Brigade S3 or your branch specific detachment EO representative for more information.

CO2

Consideration of Others (CO2) training for the 3rd quarter, FY 06 will be held 18 and 19 July 06. Contact your Brigade S3 schools or your branch specific detachment EO representative for more information.



EO Review

It's good to review equal opportunity definitions from time to time. Sometimes racism, sexism, and other forms of illegal discrimination can be happening around us but we may still fail to recognize such occurrences. So let's review:

Racism: (1) Any attitude, belief, behavior, or institutional arrangement that favors one race or ethnic group over another. (2) Any action or attitude, conscious or unconscious that subordinates an individual or group based on skin color or race.

Sexism: is prejudice or discrimination based on sex, especially against women; arbitrary stereotyping of social roles based on gender.

It's also interesting to learn the levels of intensity of discrimination. Dr. Gordon Allport ranks the hierarchy of these levels starting with antilocution:

Antilocution: Bad mouthing, the language of prejudice, it can be verbal, written, or symbolic, disparaging comments, jokes, cartoons or caricatures etc...

Avoidance: If the prejudice is more intense it leads the individual to avoid members of the disliked group. Perhaps even at the cost of considerable inconvenience.

Discrimination: Actively making distinctions and choices, which have an adverse impact on members of one group. Curtailing rights, and excluding and treating people differently based on something other than merit.

Physical attacks: Physical attack may be against a person or it may take the form vandalism or destruction of property.

MANSCEN

**Working Together
to Achieve More**

through

**Infinite Worth and
Dignity**



and Fort Leonard Wood